

TRAINING FOR CENTRAL AND EASTERN EUROPE

An Overview of Activities

October 1993 - May 1999



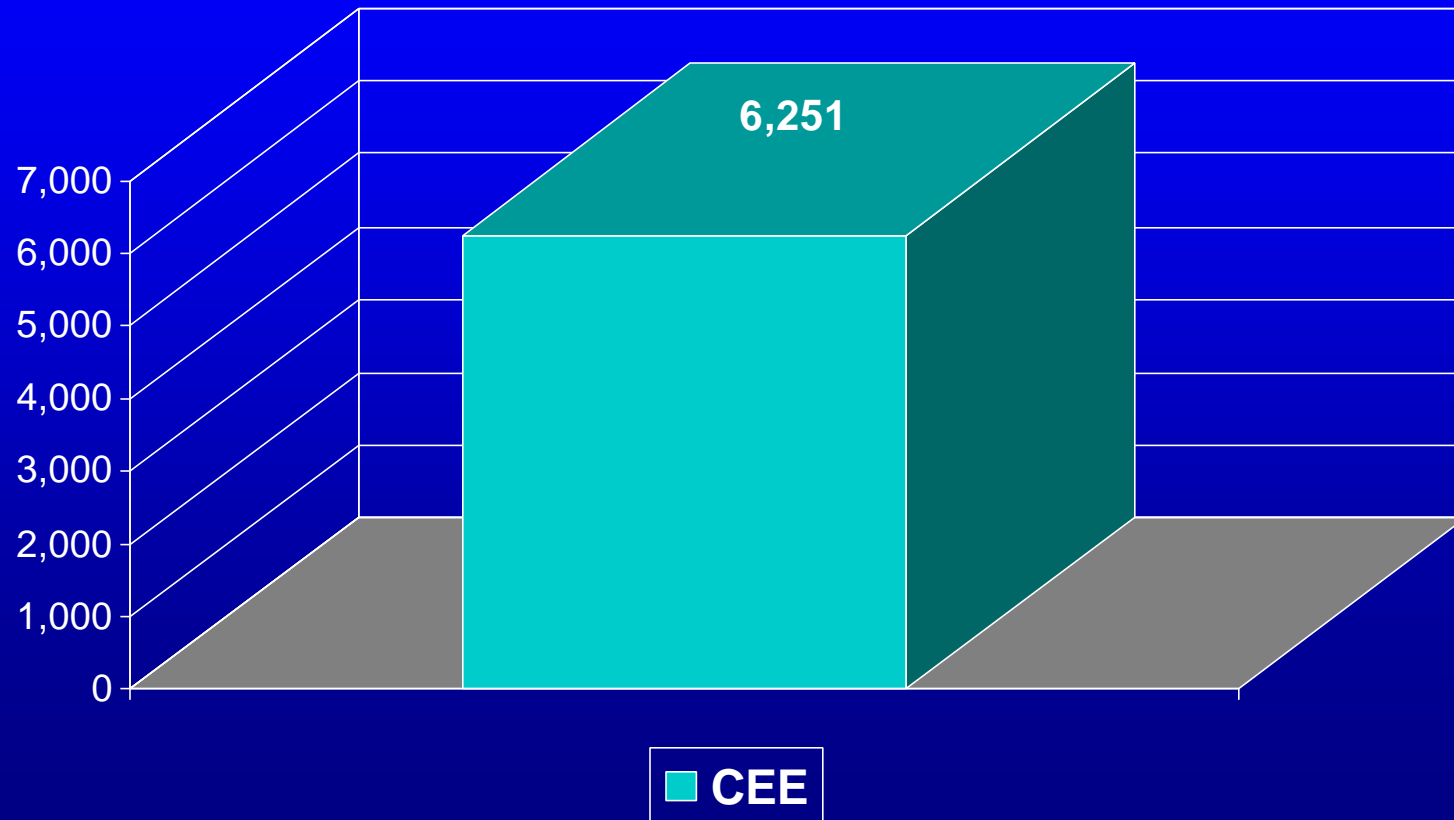
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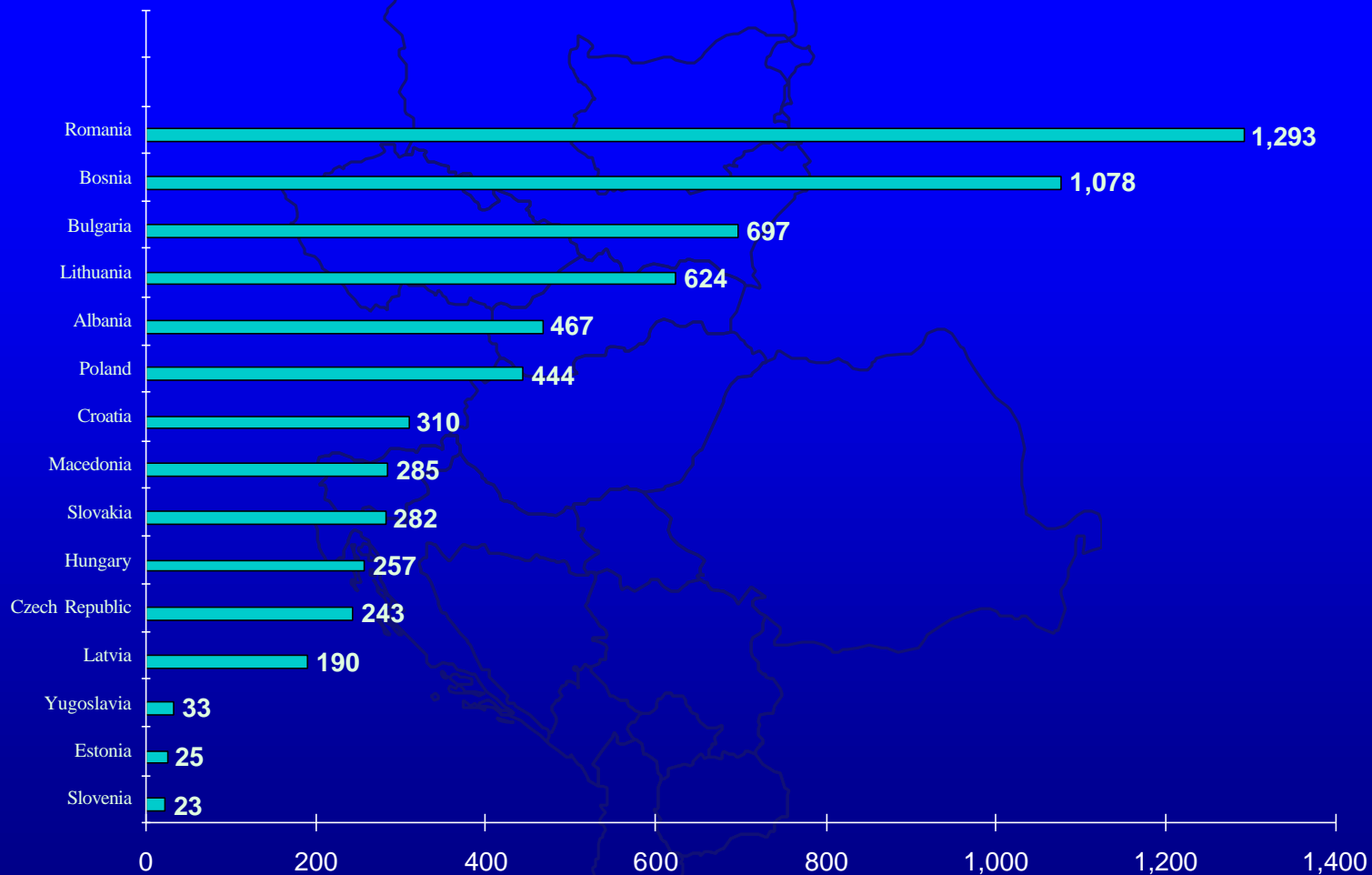
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CEE Training Levels

(Cumulative Number of Participants
October 1993 - May 1999)



Training Levels by Country - CEE (October 1993 - May 1999)



Where Training Takes Place-CEE (October 1993 - May 1999)

- ✦ United States - 68%
(4,230)
- ✦ In-country - 25%
(1,558)
- ✦ Third Countries - 7%
(463)

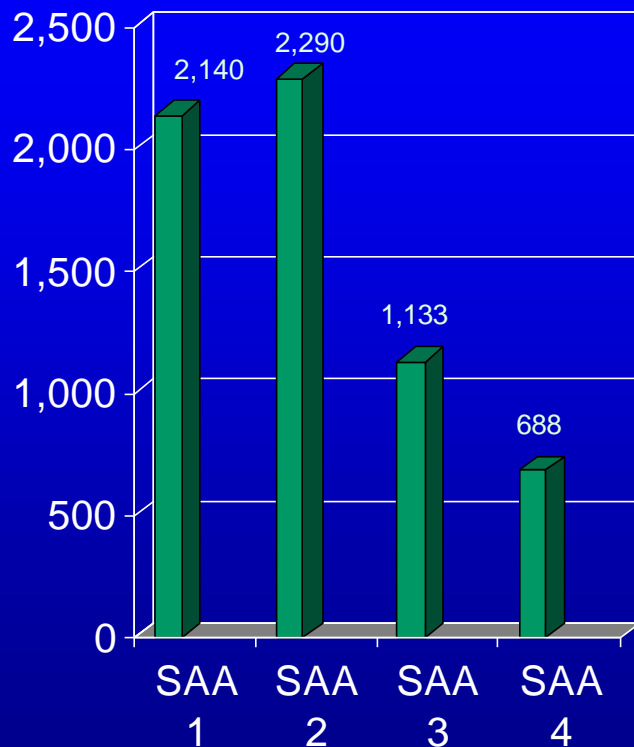


Training By Gender - CEE (October 1993 - May 1999)

- ✦ 37% of trainees are female
- ✦ 63% of trainees are male
- ✦ 41% of trainees in current fiscal year are female



Training Offered By Strategic Assistance Area - CEE (October 1993 - May 1999)



✦ SAA 1 - Economic Restructuring

- ◆ Business Development
- ◆ Privatization
- ◆ Banking and Capital Markets
- ◆ Energy

✦ SAA 2 - Democratic Transition

- ◆ Local Government
- ◆ Rule of Law
- ◆ NGO/PVO Development

✦ SAA 3 - Social Sector Reform

- ◆ Environment
- ◆ Health
- ◆ Pension
- ◆ Social Welfare

✦ SAA 4 - Special Initiatives and Cross Cutting Programs

- ◆ Exceptional Requests NEC

CEE Trainees - Where Are They Now?

- ✦ 6 - Appointed cabinet minister after training
- ✦ 9 - Set up school drug education programs
- ✦ 26 - NGOs directed by returned participants
- ✦ 14 - NGOs that successfully lobbied for new legislation
- ✦ 24 - Introduced new banking procedures to encourage private sector investment
- ✦ 17 - Established public information websites
- ✦ 7 - Represented country at international conferences
- ✦ 12 - Started weekly TV and radio programs
- ✦ 15 - Published newspaper articles on privatization
- ✦ 16 - Elected to parliament

Training Contributes To Results - CEE - Economic Restructuring

✦ Lithuania

- USAID-sponsored training on budget processes in Lithuania contributed to the submission of the first non-deficit budget in that country since 1994.
- Participants received the necessary experience and materials to prepare a number of regulations and revisions to the Budget Law, leading to the Budget Law passage in 1998 and the implementation of a program-based budget.

✦ Albania

- USAID's training program strengthened and streamlined Central Bank reporting on bank examinations so as to facilitate the identification and monitoring of trouble spots within second-tier banks.
- USAID training improved the capacity of local finance specialists to present coherent local government budget requests to the central government and donors.

Training Contributes to Results

CEE - Democratic Transitions



◆ Slovakia

- As part of their USAID training program, party organizers from all six political parties created innovative campaign materials and developed new campaign management techniques that were used in the September 1998 parliamentary election campaigns.

◆ Romania

- County and municipal finance officials participated in a USAID training program which demonstrated lobbying techniques used to further the independence of local governments. Upon their return they successfully lobbied the Romanian Parliament for local financing reform.

Training Contributes to Results

CEE - Social Sector Reform



◆ Romania

- USAID-sponsored training has contributed to the development of a cadre of leadership groups that are spearheading reforms in child welfare policy, a critical component of USAID's overall program.

◆ Hungary

- The Family Care Center, a local NGO, applied US-based training on employment counseling to develop a training course focused on skills development and job-search techniques. About 75 percent of trainees found jobs or continued their education. The Center developed a second training course that develops partnerships with employers in the construction, factory and warehouse sectors to provide specialized training for potential hires.

Cross-Border Linkages

CEE - Southern Tier



- ✦ Training is designed to give participants the opportunity to observe institutions at equivalent stages of development and share lessons learned with professional counterparts.
- ✦ Thirteen Third-Country Training programs for Bosnians have taken place in 6 CEE countries. Participants have reported the establishment of working linkages in a number of areas, including the development of capital market institutions and management training centers.

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Cross-Border Linkages

CEE - Southern Tier (Cont'd)

- ✦ The Croatian Journalist Association, which was formed as a result of a US-based training program, hosted Bulgarian journalists for a Third-Country Training program. The Croatian journalists showed their Bulgarian counterparts how they adapted what they had learned in the US to local conditions. This program established a foundation for lasting linkages between the two groups of journalists.
- ✦ Under the FLOTUS activity, 21 women leaders attended training on leadership and association development to forge cross-border linkages among these leaders in the business and non-governmental world. These linkages led to the creation of a cross-border organization, Business Opportunities for Women, which is spearheading follow-up activities.

Major Geographic and Substantive Focus Areas - CEE



- ✦ Increasing regional focus on Southern Tier
- ✦ Participants active in the development of legislation and judicial reform in all countries
- ✦ Emphasis on leadership training in Albania, Bosnia-Herzegovina, Bulgaria, Croatia, Macedonia, and Slovakia
- ✦ Development and strengthening of independent media in Bosnia-Herzegovina, Croatia, Macedonia, and Slovakia

Successful Training Approaches and Best Practices - CEE

- ◆ Adoption of cross-cutting approaches in both the selection of participants and the introduction of training topics: pairing of public and private sector participants
- ◆ Multi-program training package that targets a single objective from different angles utilized in Bosnia, Lithuania, Poland and Romania
- ◆ Development of In-country Training Capacity in Albania, Bulgaria, Czech Republic, Estonia, Latvia, Macedonia, Poland, Romania, Slovakia, and Slovenia
- ◆ The requirement that training providers work with each participant on an Action Plan (to be implemented upon return home) has resulted in a higher rate of participant satisfaction.

Development of In-country Training Capacity through Training - CEE



- ♦ In Lithuania, the Ministry of Finance Training Center is developing a comprehensive program of training, training of trainers, and technical assistance
- ♦ In Macedonia, a team of 14 NGOs is creating an indigenous NGO support center that will offer training, project design, and grant-writing services
- ♦ In Bosnia, the Institut Hidroteknic (IHT) has gained sufficient expertise that it now provides its own classes at IHT and at the University of Sarajevo and will shortly partner with USAID/Sarajevo in the Institutional Strengthening Project
- ♦ In Bulgaria, a number of NGOs and other institutions that participated in US-based Training of Trainers programs are working together to train local government officials under the AID/Bulgaria Local Government Initiatives program.